



United States  
Department of  
Agriculture

Marketing and  
Regulatory  
Programs

Animal and  
Plant Health  
Inspection  
Service

Washington, DC  
20250

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## APHIS Civil Rights Policy Statement

This Civil Rights Policy Statement serves as a reminder of my commitment to Civil Rights and Equal Employment Opportunity within the Animal and Plant Health Inspection Service. Our goal is to increase all efforts to ensure a work place free of discrimination, reprisal, retaliation, sexual harassment, and harassment of any type, and maintain a model EEO program as prescribed by the Equal Employment Opportunity Commission. It also reaffirms the responsibility for managers and supervisors to practice positive work place behavior.

All APHIS employees, regardless of race, color, religion, gender, national origin, disability, age, sexual orientation, political beliefs, or marital or familial status, deserve the opportunity to be treated fairly and equitably with dignity and respect in the work place. APHIS managers, supervisors, and employees continue to be held accountable for any actions that result in any infractions of this policy.

As public servants, we will continue to provide equitable and discrimination free access to the public and direct our focus to those organizations that have not historically participated in or received benefits from APHIS programs. As one of the most productive agencies within the U.S. Department of Agriculture, we will continue to direct our efforts to activities that demonstrate how much we value our employees and customers by extending services in a proactive manner.

W. Ron DeHaven  
Administrator

June 7, 2005



*Safeguarding American Agriculture*  
APHIS is an agency of USDA's Marketing and Regulatory Program  
An Equal Opportunity Provider and Employer